

1 BILL NO. S-88-06-03

2 SPECIAL ORDINANCE NO. S-88-88

3 AN ORDINANCE approving the awarding of  
4 Reference #1316 by the City of Fort  
5 Wayne, Indiana, by and through its  
6 Department of Purchasing and Rocal, Inc.  
7 for the Traffic Engineering Department.

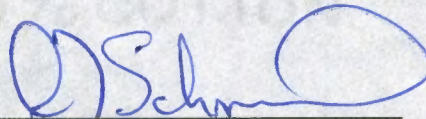
8 NOW, THEREFORE, BE IT ORDAINED BY THE COMMON COUNCIL OF  
9 THE CITY OF FORT WAYNE, INDIANA;

10 SECTION 1. That Reference #1316 between the City of  
11 Fort Wayne, by and through its Department of Purchasing and  
12 Rocal, Inc. for the Traffic Engineering Department,  
13 respectfully for:

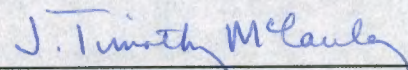
14 the purchase of 2,683 reflective  
15 sheeting and sign faces (various sizes,  
16 shapes and colors) for the Traffic  
17 Engineering Department;

18 involving a total cost of Thirteen Thousand Seven Hundred  
19 Seventy-Eight and 55/100 Dollars (\$13,778.55), all as more  
20 particularly set forth in said Reference #1316 which is on  
21 file in the Office of the Department of Purchasing, and is  
22 by reference incorporated herein, made a part hereof, and is  
23 hereby in all things ratified, confirmed and approved.

24 SECTION 2. That this Ordinance shall be in full force  
25 and effect from and after its passage and any and all  
26 necessary approval by the Mayor.

27   
28 Councilmember

29 APPROVED AS TO FORM  
30 AND LEGALITY

31   
32 J. Timothy McCaulay, City Attorney

REFERENCE #1316

01/28/88

REFLECTIVE SHEETING  
TRAFFIC ENGINEERING

		ROCAL, INC		HALL SIGNS	
12 X 18	400	\$1.70	\$680.00	\$2.15	\$860.00
30 X 30	500	\$6.56	\$3,280.00	\$8.25	\$4,125.00
36 X 36 X36	200	\$9.45	\$1,890.00	\$11.30	\$2,260.00
30 X 30	50	\$6.56	\$328.00	\$8.25	\$412.50
24 X 24	50	\$4.52	\$226.00	\$5.15	\$257.50
24 X 24	50	\$4.52	\$226.00	\$5.15	\$257.50
24 X 30	60	\$5.25	\$315.00	\$6.49	\$389.40
24 X 30	50	\$5.25	\$262.50	\$6.49	\$324.50
24 X 30	50	\$5.25	\$262.50	\$6.49	\$324.50
24 X 30	50	\$5.25	\$262.50	\$6.49	\$324.50
24 X 30	50	\$5.25	\$262.50	\$6.49	\$324.50
24 X 30	50	\$5.25	\$262.50	\$6.49	\$324.50
24 X 30	30	\$5.25	\$157.50	\$6.49	\$194.70
12 X 18	150	\$1.70	\$255.00	\$2.15	\$322.50
12 X 18	150	\$1.70	\$255.00	\$2.15	\$322.50
12 X 18	50	\$1.70	\$85.00	\$2.15	\$107.50
12 X 18	50	\$1.70	\$85.00	\$2.15	\$107.50
24 X 24	60	\$4.52	\$271.20	\$5.15	\$309.00
30 X 30	10	\$6.56	\$65.60	\$9.37	\$93.70
18 X 24	25	\$3.39	\$84.75	\$4.60	\$115.00
48 X 24	25	\$8.40	\$210.00	\$13.20	\$330.00
48 X 24	25	\$8.40	\$210.00	\$13.20	\$330.00
30 X 30	20	\$6.56	\$131.20	\$9.37	\$187.40
30 X 30	20	\$6.56	\$131.20	\$9.37	\$187.40
30 X 30	20	\$6.56	\$131.20	\$9.37	\$187.40
30 X 30	20	\$6.56	\$131.20	\$9.37	\$187.40
30 X 30	10	\$6.56	\$65.60	\$9.37	\$93.70
30 X 30	10	\$6.56	\$65.60	\$9.37	\$93.70
30 X 30	10	\$6.56	\$65.60	\$9.37	\$93.70
18 X 18	30	\$2.54	\$76.20	\$4.10	\$123.00
30 X 30	10	\$6.56	\$65.60	\$9.37	\$93.70
30 X 30	10	\$6.56	\$65.60	\$9.37	\$93.70
30 X 30	50	\$6.56	\$328.00	\$8.25	\$412.50
30 X 30	25	\$6.56	\$164.00	\$8.70	\$217.50
2 X 36	50	\$3.39	\$169.50	\$4.25	\$212.50
2 X 36	30	\$3.39	\$101.70	\$4.60	\$138.00

\$11,366.25

\$14,413.90

2.

(Front Page)

CITY OF FORT WAYNE

DEPARTMENT OF PURCHASING  
ONE MAIN STREET - ROOM 350  
FORT WAYNE, INDIANA 46802

BID REFERENCE # 1316

DATE January 7, 1988

DUE DATE Thursday, January 28, 1988 at 11:45 A.M.

Department receiving bid items Traffic Engineering

Room 770, City County Building

Fort Wayne, IN 46802

Bid Bond Required NO      YES X AMOUNT \$500.00

Performance Bond Required NO X YES      AMOUNT     

Affirmative Action - On file with the City of Fort Wayne     

- Attached to this document X

Prompt payment discounts will be allowed as follows: 0 %  
if paid within 30 days.

The City of Fort Wayne is exempt from Federal excise and Indiana State Sale Tax. The City's Indiana Sales Tax Exemption Certificate number is 356-001-255 0013, prices should not include these taxes.

The execution hereof by the bidder is acceptance of all terms and conditions herein and in that regard the bidder agrees to be bound by same and be bound to the amount of his/her bid for a period of ninety (90) days.

X HALL SIGNS, INC.

Name of Company     

by Darryl W. Hall Agent  
(signature)

Address P.O. Box 515

City Bloomington, Indiana 47402

**FORT  
WAYNE  
WHERE AMERICA  
WORKS**

3M HIGH INTENSITY SIGN FACES

<u>SIZE</u>	<u>10 - 24</u>	<u>25 - 49</u>	<u>50 &amp; OVER</u>
12" x 6"	\$ 2.78	\$ 2.44	\$ 1.89
12" x 12"	5.00	4.42	3.72
12" x 18"	6.28	5.89	5.56
<hr/>			
18" x 18"	10.39	9.39	8.61
18" x 24"	13.50	12.22	11.56
24" x 24"	18.06	16.67	15.31
<hr/>			
24" x 30"	22.61	21.00	19.17
30" x 30"	26.44	25.33	23.78
36" x 36"	37.72	35.22	33.89
<hr/>			
30" TRIANGLE	12.44	11.78	11.28
36" TRIANGLE	17.50	16.32	15.83
<hr/>			
48" x 24"	34.83	32.19	30.39
48" x 30"	42.67	39.94	38.33
48" x 48"	65.94	63.28	61.61

F.O.B: DESTINATION

QUOTING 1 COLOR ONLY

FOR 2 COLOR FACES, ADD 10% TO ABOVE PRICES

FOR STOP AHEAD, YIELD AHEAD & SIGNAL AHEAD SYMBOL, ADD 20% TO ABOVE PRICES

FACES MAY BE COMBINED FOR BEST QUANTITY PRICES.

3M ENGINEER GRADE SIGN FACES

<u>SIZE</u>	<u>LESS THAN 10</u>	<u>10 - 24</u>	<u>25 - 49</u>	<u>50 &amp; OVER</u>
12" x 6"	\$ 1.85	\$ 1.00	\$ .94	\$ .75
12" x 12"	3.25	1.85	1.70	1.50
12" x 18"	4.35	2.70	2.55	2.15
<hr/>				
18" x 18"	5.95	4.45	4.10	3.60
18" x 24"	6.80	4.95	4.60	4.25
12" x 36"	6.80	4.95	4.60	4.25
<hr/>				
24" x 24"	8.10	6.00	5.56	5.15
24" x 30"	10.10	7.40	6.90	6.49
30" x 30"	12.50	9.37	8.70	8.25
<hr/>				
30" YIELD	7.20	4.77	4.40	4.00
36" YIELD	9.20	6.70	6.05	5.76
<hr/>				
36" x 36"	17.85	1.280	11.75	11.30
48" x 24"	21.60	13.90	13.20	12.25
48" x 30"	24.45	17.75	16.75	14.85
<hr/>				

F.O.B: DESTINATION

ABOVE PRICES ARE BASED ON 1 COLOR FACE ONLY.

FOR 2 COLOR FACES ADD 10% TO ABOVE PRICES.

FOR STOP AHEAD, YIELD AHEAD & SIGNAL AHEAD SYMBOL FACES ADD 20% TO ABOVE PRICES

FACES MAY BE COMBINED FOR BEST QUANTITY PRICES.

**он**

Bloomington Indiana January 27, 1988

# NON-COLLUSION AFFIDAVIT

STATE OF INDIANA } ss:  
MONROE COUNTY }

The undersigned bidder or agent, being duly sworn on oath, says that he has not, nor has any other member, representative, or agent of the firm, company corporation or partnership represented by him, entered into any combination, collusion or agreement with any person relative to the price to be bid by any one at such letting, nor to prevent any person from bidding nor to induce anyone to refrain from bidding, and that this bid is made without reference to any other bid and without any agreement, understanding or combination with any other person in reference to such bidding.

He further says that no person or persons, firms, or corporation has, have or will receive directly or indirectly, any rebate, fee, gift, commission or thing of value on account of such sale.

*Larry W. Hall*  
Larry W. Hall, President  
Bidder or Agent

Subscribed and sworn to before me this 27th day of January, 1988.  
My Commission Expires 11-13-90  
*Karen A. Anderson*

## ACCEPTANCE OF PROPOSAL AS CONTRACT

It appearing from the records that there is now a sufficient unobligated appropriation of funds available, the foregoing agreement is accepted by the \_\_\_\_\_ of \_\_\_\_\_, Indiana as to classes or items \_\_\_\_\_  
Gov't. Unit Board or trustee

Such acceptance to operate as a contract binding such \_\_\_\_\_ Gov't. Unit

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 19\_\_\_\_\_

Attest: \_\_\_\_\_

\_\_\_\_\_  
Official Title

\_\_\_\_\_  
Gov't. Unit

\_\_\_\_\_  
Board or Trustee

# The Travelers Indemnity Company

Hartford, Connecticut

(A STOCK COMPANY)

Bond No.

## BID BOND

Know All Men By These Presents, That we, HALL SIGNS, INC.

of PO Box 515, Bloomington, Indiana (hereinafter called the Principal), as  
Principal, and THE TRAVELERS INDEMNITY COMPANY, a corporation, organized and existing under the  
laws of the State of Connecticut and having its principal place of business in Hartford, Connecticut (hereinafter  
called the Surety), as Surety, are held and firmly bound unto Ft. Wayne, Indiana

(hereinafter called the Oblige) in the penal sum of  
Five Hundred Dollars and 00/100 Dollars (\$ 500.00)  
for the payment of which the Principal and the Surety bind themselves, their heirs, executors, administrators, suc-  
cessors and assigns, jointly and severally, firmly by these presents.

THE CONDITION OF THIS OBLIGATION IS SUCH, That, whereas the Principal has submitted or is  
about to submit a proposal to the Oblige on a contract for reflective sheeting & sign faces

NOW, THEREFORE, if the said contract be awarded to the Principal and the Principal shall, within such  
time as may be specified, enter into the contract in writing, and give bond with surety acceptable to the Oblige for  
the faithful performance of the said contract; or if the Principal shall fail to do so, pay to the Oblige the damages  
which the Oblige may suffer by reason of such failure not exceeding the penalty of this bond, then this obligation  
shall be void; otherwise to remain in full force and effect.

SIGNED, SEALED AND DATED this 26th day of January, 19 88.

HALL SIGNS, INC.

M. T. Hall (L.S.)  
The Travelers Indemnity Company,

By:

Ken Gildersleeve

Attorney-in-Fact.

NEVA GILDERSLEEVE

Attorney-in-Fact.

# The Travelers Indemnity Company

Hartford, Connecticut

If necessary, validation of this power of attorney is available at (203) 277-7839. Collect calls will be accepted.

## POWER OF ATTORNEY

### KNOW ALL MEN BY THESE PRESENTS:

That THE TRAVELERS INDEMNITY COMPANY, a corporation of the State of Connecticut, does hereby make, constitute and appoint

— Joseph F. Dial, W. Mark Dilts, Neva Gildersleeve, all of Bloomington, Indiana,  
EACH —

its true and lawful Attorney(s)-in-Fact, with full power and authority, for and on behalf of the Company as surety, to execute and deliver and affix the seal of the Company thereto, if a seal is required, bonds, undertakings, recognizances, consents of surety or other written obligations in the nature thereof, as follows:

— Any and all bonds, undertakings, recognizances, consents of surety or other written obligations in the nature thereof not exceeding in amount of Two Million Dollars (\$2,000,000) in any single instance —

and to bind THE TRAVELERS INDEMNITY COMPANY thereby, and all of the acts of said Attorney(s)-in-Fact, pursuant to these presents, are hereby ratified and confirmed.

This appointment is made under and by authority of the following Resolutions adopted by the Board of Directors of THE TRAVELERS INDEMNITY COMPANY at a meeting duly called and held on the 1st day of November, 1985 which Resolutions are now in full force and effect:

VOTED: That the Chairman of the Board, the President, any Executive Vice President, any Senior Vice President, any Vice President, any Second Vice President, the Corporate Secretary or any Department Secretary may appoint attorneys-in-fact or agents with power and authority, as defined or limited in their respective powers of attorney, for and on behalf of the Company to execute and deliver, and affix the seal of the Company thereto, bonds, undertakings, recognizances, consents of surety or other written obligations in the nature thereof and any of said officers may remove any such attorney-in-fact or agent and revoke the power and authority given to him.

VOTED: That any bond, undertaking, recognizance, consent of surety or written obligation in the nature thereof shall be valid and binding upon the Company when signed by the Chairman of the Board, the President, any Executive Vice President, any Senior Vice President, any Vice President or any Second Vice President and duly attested and sealed, if a seal is required, by the Corporate Secretary or any Department Secretary or any Assistant Corporate Secretary or any Assistant Department Secretary, or shall be valid and binding upon the Company when duly executed and sealed, if a seal is required, by a duly authorized attorney-in-fact or agent, pursuant to and within the limits of the authority granted by his or her power of attorney.

This power of attorney is signed and sealed by facsimile under and by the authority of the following Resolution adopted by the Board of Directors of THE TRAVELERS INDEMNITY COMPANY at a meeting duly called and held on the 1st day of November, 1985:

VOTED: That the signature of any officer authorized by Resolutions of this Board and the Company seal may be affixed by facsimile to any power of attorney or special power of attorney or certification of either given for the execution of any bond, undertaking, recognizance or other written obligation in the nature thereof; such signature and seal, when so used being hereby adopted by the Company as the original signature of such officer and the original seal of the Company, to be valid and binding upon the Company with the same force and effect as though manually affixed.

IN WITNESS WHEREOF, THE TRAVELERS INDEMNITY COMPANY has caused these presents to be signed by its proper officer and its corporate seal to be hereunto affixed this 30th day of July 19 87.

THE TRAVELERS INDEMNITY COMPANY

By

*D. L. Banta*

Secretary, Surety





# HALL SIGNS, Inc.

3000 W. 3RD ST./P.O. BOX 313/BLOOMINGTON, IND., 47401/AREA 812,332-9355

## AFFIRMATIVE ACTION PROGRAM

1. Equal and fair treatment will be provided to all employees regardless of race, color, religion, ancestry, national origin or sex.
2. A complete up-to-date record of employees classified by ethnic distribution, sex, and job classification will be maintained and annual reports will be submitted to the Human Relations Division.
3. All employees will be advised at time of employment that we are an Equal Employment Opportunity Employer and that hiring, promotion or demotion is based only on the individual's qualifications and ability to perform the work.
4. The company will cooperate with and support apprenticeship training programs based on strict non discrimination.
5. The company has appointed K.E. Casida to serve as the Equal Employment Officer who is authorized to supply reports and represent this company in all matters regarding this affirmative action program.
6. The name, address, and telephone number of the Equal Employment Officer will be posted in a conspicuous place or places. This officer will be responsible for:
  - a. Supervision of periodic audits of employment practices and for any complaints concerning discriminatory practices.
  - b. Maintenance of a close liaison with a representative of the City Human Relations Division with regards to all matters pertaining to non discriminatory requirements.
  - c. Instruction of all supervisory personnel and their responsibility regarding equal opportunity and non discrimination requirements.
  - d. Periodic reviews with all supervisory personnel to insure that the program is being implemented at all levels.
  - e. Contacts with all minority recruitment sources who will be notified in writing that this company is an equal opportunity employer and notification of all eligible employees regarding promotions or vacancies to insure equal opportunity.



# HALL SIGNS, Inc.

3000 W. 3RD ST./P.O. BOX 313/BLOOMINGTON, IND., 47401/AREA 812,332-9355

PAGE 2

- f. Making specific efforts to encourage present minority employees to recruit their friends and relatives.
- g. Maintaining all facilities and company activities on a non segregated basis.
- h. Seeking to utilize minorities and females to the same degree as all others, based on the following factors.
  - (1) Minority population in the area.
  - (2) Size of unemployed minority forces in the area.
  - (3) Percentage of minority work force as compared with the total work force in the area.
  - (4) Local availability of minorities having the skills we employ.
  - (5) Availability of promotable minority employees in our company.
  - (6) Existence of training institutions capable of training minorities in the area.
  - (7) The internal skills training for which our company is capable of offering minorities for required job categories.

Firm Name Hall Signs Inc.

Signature and Title W. F. Hall

Equal Employment officer K. C. Casida



# HALL SIGNS, Inc.

3000 W. 3RD ST./P.O. BOX 313/BLOOMINGTON, IND., 47401/AREA 812,332-9355/FABRICATORS & MANUFACTURERS

## POLICY STATEMENT

TO ALL SUPERVISORS AND KEY PERSONNEL:

It is the employment policy and practice of Hall Signs, Inc. to recruit and to hire employees without discrimination because of race, color, creed or religion, national origin, sex or because such applicant is between forty (40) and sixty-two (62) years of age, and to treat all employees equally with respect to compensation; opportunities for advancement, including upgrading, promotion and transfer; and all other terms and conditions of employment.

In furtherance of these policies and practices, this company has designed and agreed to implement an Affirmative Action Program in accordance with the provisions of Article X, Section 26.228, Code of General Ordinances, City of Kansas City, Missouri.

This company has agreed to assert leadership within the community and to put forth the maximum effort to achieve full employment plus the utilization and development of the capabilities and productivity of all our citizens.

This company further recognizes that the effective application of a policy of merit employment involves more than just a policy statement and will, therefore, implement this Affirmative Action Program in a positive and aggressive manner and will make known our commitment to this effort and that equal opportunities are available within our company on the basis of individual merit. We will solicit and encourage all persons to seek opportunities with this company, and to take advantage of advancement possibilities.

Sincerely,

W. F. Hall,  
President

WFH/eak

# Hall Signs, Inc.

## POLICY STATEMENT ADDENDUM

It is the intent of Hall Signs, Inc. to establish and maintain non-discrimination practices for the physically and mentally handicapped as outlined by Federal regulations.

K.T. Casida as Affirmative Action Officer has been directed by W.F. Hall, President, to oversee these practices and to encourage this policy.

Sincerely,

HALL SIGNS, INC.

*Wayne Hall*  
W.F. Hall  
President



# HALL SIGNS, Inc.

3000 W. 3RD ST./P.O. BOX 313/BLOOMINGTON, IND., 47401/AREA 812,332-9355

INDIANA STATE EMPLOYMENT SERV.

425 South Walnut St.

Bloomington, Indiana

Dear Mr. Woodrow Figg,

This company is legally and morally committed to non-discrimination and affirmative action in employment. Any person who applies for a job with this company will not be discriminated against because of race, color, creed or religion, national origin, sex or because such applicant is between forty (40) and sixty-two (62) years of age. All applicants meeting our Basic Occupational Qualifications for any job are welcome and encouraged to apply for jobs with this company.

In connection with this policy, we have developed an Affirmative Action Program in accordance with Article X, Section 26.228, Code of General Ordinances, City of Kansas City, Missouri.

We earnestly request that you assist us in the recruiting phase of our Affirmative Action Program by referring minority and female applicants as well as other applicants when you are contacted by our company.

Please respond in writing to us acknowledging your willingness and capabilities to make referrals consistent with our Program needs.

Sincerely yours,

HALL SIGNS Inc.

Wayne F. Hall  
President

WFF/cf



# HALL SIGNS, Inc.

3000 W. 3RD ST./P.O. BOX 313/BLOOMINGTON, IND., 47401/AREA 812,332-9355

Mr. K.E. Casida  
3000 W. Third St.  
Bloomington, Indiana

Dear Mr. Casida,

In keeping with our Affirmative Action Program, you have been designated to act as the Equal Employment Opportunity Officer for this company.

Your duties will include administration and promotion in relation to the implementation of our program and you will report to W.F. Hall regarding your activities in this area.

Sincerely,

HALL SIGNS INC.

W.F. Hall  
President

WFI/cf

# Hall Signs, Inc.

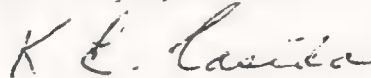
## ADDENDUM TO AFFIRMATIVE ACTION PROGRAM

### PROCEDURE FOR EMPLOYEE GRIEVANCE

When an employee feels that he or she has been discriminated against, he or she would first file their complaint with the EEO Officer, K.E. Casida, who would meet with the employee and determine the extent of the complaint. If the EEO Officer could not rectify the complaint to the employee's satisfaction, it would then be passed on to the Board of Directors of Hall Signs, Inc. At no time would an employee be discharged or penalized for a complaint.

It is the intent of Hall Signs, Inc. to handle all employee complaints within the company without outside council, and we will go beyond normal limits to do so.

Hall Signs, Inc.



K.E. Casida  
EEO Officer

## COMPLIANCE REVIEW

EEO kst/02/86

Employment activities over 6 months as defined in the review period below.Firm Name Hall SignsAddress 3000 W. 3rd St.Signature & Title H. E. CasidaReview Period 4-1-87 to 10-31-87 Current Date 11/6/87Please complete the following <sup>six months</sup> information in detail. Full time employees only.CURRENT WORK FORCE

- 1.
- Present Employment Profile
- at end of review period. (employees working 30 hrs. or more)
- 
- (Permanent Employees)

	MEN					WOMEN					PERCENTAGE		
	Total	AI	B	W	O	SS	AI	B	W	O	SS	MIN.	WOM.
OFFICIALS & MANAGERS	6			3					3				50
PROFESSIONALS													
TECHNICIANS	3			3									
SALESWORKERS	1								1				100
FOREMAN/SUPERVISORS	14			9					5				36
SKILLED CRAFT WORKERS													
OFFICE & CLERICAL	13			2					11				85
OPERATIVES (semi-skilled)	55	1		33		1	1		19			6	35
LABORERS/SERVICE													
APPRENTICES													
TOTAL	92	1		50		1	1		39			3	42

APPLICATIONS

2. Number of
- applicants
- (all positions) during review period.

MALE

(AI)            American Indian  
 (B)            Black  
 (W)            White  
 (O)            Oriental  
 (SS)            Spanish Surnamed

FEMALE

           American Indian  
           Black  
           White  
           Oriental  
           Spanish Surnamed

CERTIFICATION OF BIDDER/VENDOR

The undersigned, on behalf of HALL SIGNS, INC.  
\_\_\_\_\_, does hereby make the following representations  
to the City of Fort Wayne, Indiana.

WHEREAS, it is acknowledged that the Common Council  
of the City of Fort Wayne, Indiana, has passed an ordinance con-  
demning the apartheid policies of the country of South Africa;

WHEREAS, Council's ordinance requires that all persons,  
firms or corporations submitting bids to the City, for goods and  
services, certify, as part of the bid, that such entity does not  
support the policies of apartheid in South Africa.

The undersigned states, on behalf of HALL SIGNS, INC.  
\_\_\_\_\_, that Larry W. Hall  
does not support or endorse the policy of apartheid in South Africa.

IN WITNESS WHEREOF, this Certification has been signed  
this 27th day of January, 1988.

HALL SIGNS, INC. Larry W. Hall  
(Name of Bidder/Vendor)

Larry W. Hall, President  
(Name and Title of Person Signing)

(e) Complete (1) and (2) below if participation goals of 15% MBE and 12% WBE have not been met:

1. My Company cannot meet the participation goals for the following reasons: WE DO NOT DO SUB-CONTRACT WORK

2. We have taken the following steps in an attempt to comply with these participation goals: \_\_\_\_\_

HALL SIGNS, INC.

Contractor

Contractor

By *J. Amy W. Haas*  
Its President

By \_\_\_\_\_  
Its \_\_\_\_\_

☐ 12. Performance Bond. The successful bidder, at the time of signing the contract will be required, at his own expense, to furnish a bond guaranteeing faithful execution of the contract, in full amount of the contract price, executed by the bidder and a surety company admitted to do business in Indiana, on the bond form provided or approved by the City. The Performance Bond shall contain the following clause: "The said Surety, for value received, hereby stipulates and agrees, that no change, extension of the time, alteration or addition to the terms of the contract or to the work to be performed thereunder, or the specifications accompanying the same, shall in any way affect its obligation on this bond, and it does hereby waive notice of any change, extension of time, alteration or addition to the terms of the contract, or to the work or specification.

☒ 13. Councilmanic Approval and Ratification of Contract. This agreement, although executed on behalf of the City by the Mayor and the Purchasing Agent shall not be binding upon the City unless and until the contract has been ratified and approved by the Common Council of the City of Fort Wayne, Indiana. If the Common Council fails to approve the contract within ninety days after the date of bid opening, then the contractor shall not be bound to the contract unless he/she/it elects to be so bound.

2.  
(Front Page)

CITY OF FORT WAYNE

DEPARTMENT OF PURCHASING  
ONE MAIN STREET - ROOM 350  
FORT WAYNE, INDIANA 46802

BID REFERENCE # 1316

DATE January 7, 1988

DUE DATE Thursday, January 28, 1988 at 11:45 A.M.

Department receiving bid items Traffic Engineering  
Room 770, City County Building  
Fort Wayne, IN 46802

Bid Bond Required NO      YES X AMOUNT \$500.00

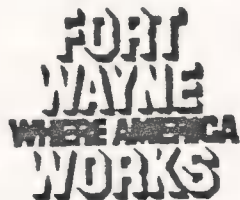
Performance Bond Required NO X YES      AMOUNT     

Affirmative Action - On file with the City of Fort Wayne       
- Attached to this document     

Prompt payment discounts will be allowed as follows: Net %  
if paid within 30 days.

The City of Fort Wayne is exempt from Federal excise and Indiana State Sale Tax. The City's Indiana Sales Tax Exemption Certificate number is 356-001-255 0013, prices should not include these taxes.

The execution hereof by the bidder is acceptance of all terms and conditions herein and in that regard the bidder agrees to be bound by same and be bound to the amount of his/her bid for a period of ninety (90) days.



X Royal Inc  
Name of Company

by David R. Light Agent  
(signature)

Address P.O. Box 440

City Frankfort, Ohio 45622

# BID, OFFER OR PROPOSAL

on

## MATERIAL OR MATERIALS, EQUIPMENT, GOODS OR SUPPLIES

..... Indiana ....., 19.....

To .....  
State name official position and municipality

Pursuant to notices given, the undersigned proposes to furnish the material or materials, equipment, goods or supplies as per said notices and specifications now on file in the office of.....

.....  
state name official position and municipality  
and as per copy thereof, hereto attached, or as described herein for the following amounts:

(State the class or item number or an exact description of the material or materials, equipment, goods or supplies to be furnished and amount of bid on each article.)

Class or Item	Quantity	Unit	Quality — Description	Unit Price	Amount
			<u>Reflective Sheeting</u> <u>Roll Goods</u> 6"-48" x 50 yds, Engineer Grade, All colors, 84 S.F. 6"-48" x 50 yds, Hi-Intensity, Orange, white, or yellow 3,48 S.F. 6"-48" x 50 yds, Hi-Intensity, Blue, Green, Red, Brown 3,82 S.F. 6"-48" x 50 yds, Vinyl-Black or White (Pressure Sensitive) (Heat Activated) Colors add 15% <u>Sign Faces</u> Engineer Grade 0-4 S.F./E.A. Face 1,13 S.F. Engineer Grade over 4 S.F./E.A. Face 1,05 S.F. Hi-Intensity 0-4 S.F./E.A. Face 3,81 S.F. Hi-Intensity over 4 S.F./E.A. Face 3,67 S.F. <u>Border Tape and Letters</u> "See attached price pages" Where no price is shown no action taken from attached 11-28-88		

STATE OF INDIANA } ss:  
Hess COUNTY }

He further says that no person or persons, firms, or corporation has, have or will receive directly or indirectly, any rebate, fee, gift, commission or thing of value on account of such sale.

Bidder or Agent

Subscribed and sworn to before me this...22...day of .....January....., 1988

June 25, 1991

LINDA F. S. 1024

Notary Public, State of Ohio

My Commission Expires June 25, 1991

It appearing from the records that there is now a sufficient unobligated appropriation of funds available, the foregoing agreement is accepted by the ..... of .....  
Gov't. Unit Board or trustee  
....., Indiana as to classes or items .....

Such acceptance to operate as a contract binding such..... Gov't. Unit

Dated this.....day of....., 19.....

Board or Trustee

Attest: .....

Official Title

Gov't. Unit

Fort Wayne

stated herein, except None

**NOTE**—The contract will be awarded by classes or items, in accordance with specifications. Any changes, interlineations or alterations in the items specified will render such bid void as to class or items.

## SCHEDULE

The contractor agrees to furnish at his/her/its own cost all labor, insurance, materials, equipment, and power for the completed delivery of the supplies.

All supplies and deliveries of supplies will be in accordance with: the IFB, this contract and any applicable plans, specifications, and drawings for a TOTAL PRICE of \$ undetermined. (If unit prices are applicable, the contractor agrees to perform for those unit prices as set forth in the Schedule of Unit Prices attached hereto.) The supplies shall be delivered as follows:

15-45 days after

// 2. Liquidated Damages Provision. (This clause shall be applicable to this contract only if the box contains a checkmark or "X".)

It is hereby agreed by and between the City of Fort Wayne and contractor that time is of the essence of this agreement, and the contractor agrees that it will deliver the supplies as herein called for on or before the times spelled out in the contract. The parties agree that it is a business and governmental necessity that the supplies be delivered by these dates. The parties agree that in the event the supplies are not delivered by these dates, that it will be difficult or impossible to make an accurate determination of the damages that will be incurred by the City of Fort Wayne, and therefore provide for liquidated damages in the sum of \$\_\_\_\_\_ per day as a reasonable estimate as to the damages which would be incurred by the City of Fort Wayne. The parties further agree that causes beyond the control of the contractor may delay delivery of supplies. Therefore, the parties agree that delays in the dates for delivery of supplies beyond the control of the contractor shall not result in liquidated damages.

Delays beyond the control of the contractor can include but are not restricted to: Acts of God or of the public enemy, acts of the United States Government, State of Indiana Government and City of Fort Wayne in either its sovereign or contractual capacity, fires, floods, epidemics, guarantee restrictions, strikes, freight embargoes, and unusually severe weather; but, in every case, the failure to perform must be beyond control and without the fault or negligence of the contractor. If the

(e) Complete (1) and (2) below if participation goals of 15% MBE and 12% WBE have not been met:

1. My Company cannot meet the participation goals for the following reasons: We will do 100% of fabrication
2. We have taken the following steps in an attempt to comply with these participation goals: We will do 100% of fabrication

Rogel Inc.  
Contractor

\_\_\_\_\_  
Contractor

By Donald L. Light

By \_\_\_\_\_

Its President

Its \_\_\_\_\_

☐ 12. Performance Bond. The successful bidder, at the time of signing the contract will be required, at his own expense, to furnish a bond guaranteeing faithful execution of the contract, in full amount of the contract price, executed by the bidder and a surety company admitted to do business in Indiana, on the bond form provided or approved by the City. The Performance Bond shall contain the following clause: "The said Surety, for value received, hereby stipulates and agrees, that no change, extension of the time, alteration or addition to the terms of the contract or to the work to be performed thereunder, or the specifications accompanying the same, shall in any way affect its obligation on this bond, and it does hereby waive notice of any change, extension of time, alteration or addition to the terms of the contract, or to the work or specification.

☒ 13. Councilmanic Approval and Ratification of Contract. This agreement, although executed on behalf of the City by the Mayor and the Purchasing Agent shall not be binding upon the City unless and until the contract has been ratified and approved by the Common Council of the City of Fort Wayne, Indiana. If the Common Council fails to approve the contract within ninety days after the date of bid opening, then the contractor shall not be bound to the contract unless he/she/it elects to be so bound.

THE FOLLOWING IS THE UNDERSIGNED'S COMMITMENT OF THE MBE/WBE GOALS OF THE CITY FOR WORK DONE PURSUANT TO THIS CONTRACT:

- (a) The undersigned firm certifies that it is an (MBE/WBE) Contractor (cross out inapplicable provision).

For MBE specify percentage of minority ownership 0 %.

For WBE specify percentage of women ownership 0 %.

- (b) The undersigned certifies that they are a joint venture in which the following (MBE/WBE) firm (cross out inapplicable provision) is a joint venture partner.

The MBE/WBE (cross out inapplicable provision) firm shall have 0 % participation (employees) 0 % participation (costs) in this project.

Specify the percentage of minority/women ownership in the MBE/WBE firm 0 %. (cross out inapplicable provision)

- (c) The undersigned commits 0 % of the total bid price as a subcontract to minority business enterprise participation. The MBE firms which are proposed as subcontractors are the following:

	<u>Name of Firm</u>	<u>Address</u>	<u>Type of Work</u>
1.			
2.			
3.			

- (d) The undersigned commits 0 % of the total bid price as a subcontract to women business enterprise participation. The WBE firms which are proposed as subcontractors are the following:

	<u>Name of Firm</u>	<u>Address</u>	<u>Type of Work</u>
1.			
2.			
3.			

CERTIFICATION OF BIDDER/VENDOR

The undersigned, on behalf of David R. Little  
\_\_\_\_\_, does hereby make the following representations  
to the City of Fort Wayne, Indiana.

WHEREAS, it is acknowledged that the Common Council  
of the City of Fort Wayne, Indiana, has passed an ordinance con-  
demning the apartheid policies of the country of South Africa;

WHEREAS, Council's ordinance requires that all persons,  
firms or corporations submitting bids to the City, for goods and  
services, certify, as part of the bid, that such entity does not  
support the policies of apartheid in South Africa.

The undersigned states, on behalf of Recal Inc  
\_\_\_\_\_, that it  
\_\_\_\_\_ does not support or endorse the policy of apartheid in South Africa.

IN WITNESS WHEREOF, this Certification has been signed  
this 21st day of January, 19 82.

Recal Inc.  
(Name of Bidder/Vendor)

David R. Little Vice President  
(Name and Title of Person Signing)



# PEERLESS INSURANCE COMPANY

KEENE

NEW HAMPSHIRE

03431

## BID BOND

KNOW ALL MEN BY THESE PRESENTS:

That **Rocal, Inc., 9 South Main Street, Frankfort, Ohio 45628**

as Principal, and the Peerless Insurance Company, a corporation created and existing under the laws of the State of New Hampshire, with its principal office in the City of Keene, New Hampshire (hereinafter called the Surety), as Surety,

are held and firmly bound unto

**Ft. Wayne, Indiana**

**Ref: 1316**

in the full and just sum of

**Five Hundred**

Dollars (\$ **500.00** )

good and lawful money of the United States of America, to the payments of which sum of money well and truly to be made, the said Principal and Surety bind themselves, their and each of their heirs, executors, administrators, successors and assigns, jointly and severally, firmly by these presents.

Signed, sealed and dated this

**28th**

day of

**January**

, A. D. 19 **88**

THE CONDITION OF THIS OBLIGATION IS SUCH, That, if the Obligee shall make any award within 30 days to the

Principal for

**Sign Faces**

according to the terms of the proposal or bid made by the Principal therefor, and the Principal shall duly make and enter into a contract with the Obligee in accordance with the terms of said proposal or bid and award and shall give bond for the faithful performance thereof with Surety or Sureties approved by the Obligee; or if the Principal shall, in case of failure so to do, pay to the Obligee the damages which the Obligee may suffer by reason of such failure, not exceeding the penalty of this bond, then this obligation shall be null and void; otherwise it shall be and remain in full force and effect.

In Testimony Whereof, the Principal and Surety have caused these presents to be duly signed and sealed.

WITNESS:

*Lu Parks*

(If Individual or Firm)

*David R. Light* (SEAL)

(SEAL)

ATTEST:

(SEAL)

Principal

(If Corporation)

Peerless Insurance Company

By

*Catherine R. King*

Attorney-in-Fact

320830

October 1, 1989

Jeanne Scarberry and/or Bradford Sibley and/or Richard Willis and/or Catherine A. King

Washington Court House

Ohio

bonds guaranteeing the fidelity of persons holding places of public or private trust; guaranteeing the performance of contracts other than insurance policies; and executing or guaranteeing bonds and undertakings required or permitted in all actions or proceedings or by law allowed:

X

X



24 SOUTH MAIN STREET, P.O. BOX 640  
FRANKFORT, OHIO 45628 • 614-998-2122

January 22, 1988

RE: Bid No. 1316

City of Fort Wayne  
Dept. of Purchases  
One Main St.  
Fort Wayne, IN 46802

Dear Sirs:

Please find a self-addressed, stamped envelope enclosed for tabulation results for the above referenced bid.

Thank you.

Yours truly,

ROCAL, INC.

2.  
(Front Page)

CITY OF FORT WAYNE

DEPARTMENT OF PURCHASING  
ONE MAIN STREET - ROOM 350  
FORT WAYNE, INDIANA 46802

BID REFERENCE # 1316

DATE January 7, 1988

DUE DATE Thursday, January 28, 1988 at 11:45 A.M.

Department receiving bid items Traffic Engineering

Room 770, City County Building

Fort Wayne, IN 46802

Bid Bond Required NO      YES X AMOUNT \$500.00

Performance Bond Required NO X YES      AMOUNT     

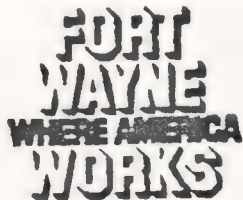
Affirmative Action - On file with the City of Fort Wayne     

- Attached to this document X

Prompt payment discounts will be allowed as follows: 0 %  
if paid within 30 days.

The City of Fort Wayne is exempt from Federal excise and Indiana State Sale Tax. The City's Indiana Sales Tax Exemption Certificate number is 356-001-255 0013, prices should not include these taxes.

The execution hereof by the bidder is acceptance of all terms and conditions herein and in that regard the bidder agrees to be bound by same and be bound to the amount of his/her bid for a period of ninety (90) days.



X 3M COMPANY

Name of Company

by [Signature] Agent

D.J. Johnson (signature) Supv. of Gov't. Bids & Contracts

Address 3M Center Bldg 223-3N

City St. Paul MN 55144-1000

CERTIFICATION OF BIDDER/VENDOR

The undersigned, on behalf of 3M COMPANY  
\_\_\_\_\_, does hereby make the following representations  
to the City of Fort Wayne, Indiana.


WHEREAS, it is acknowledged that the Common Council  
of the City of Fort Wayne, Indiana, has passed an ordinance con-  
demning the apartheid policies of the country of South Africa;

WHEREAS, Council's ordinance requires that all persons,  
firms or corporations submitting bids to the City, for goods and  
services, certify, as part of the bid, that such entity does not  
support the policies of apartheid in South Africa.

The undersigned states, on behalf of 3M COMPANY  
\_\_\_\_\_, that 3M COMPANY  
\_\_\_\_\_ does not support or endorse the policy of apartheid in South Africa.

IN WITNESS WHEREOF, this Certification has been signed  
this 26th day of January, 1988.

3M COMPANY  
(Name of Bidder/Vendor)

  
(Name and Title of Person Signing)  
D. J. Johnson Supv. of Gov't. Bids & Contracts

# NON-COLLUSION AFFIDAVIT

Minnesota

~~STATE OF INDIANA~~ { ss:  
Ramsey COUNTY }

The undersigned bidder or agent, being duly sworn on oath, says that he has not, nor has any other member, representative, or agent of the firm, company corporation or partnership represented by him, entered into any combination, collusion or agreement with any person relative to the price to be bid by any one at such letting, nor to prevent any person from bidding nor to induce anyone to refrain from bidding, and that this bid is made without reference to any other bid and without any agreement, understanding or combination with any other person in reference to such bidding.

He further says that no person or persons, firms, or corporation has, have or will receive directly or indirectly, any rebate, fee, gift, commission or thing of value on account of such sale.

*[Signature]*

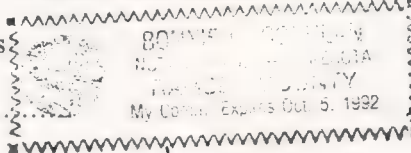
D. J. Johnson Supv. of Gov't. Bids. & Contracts

Bidder or Agent

Subscribed and sworn to before me this 26th day of January, 1988.

My Commission Expires

10-5-92



*[Signature: Bonnie C. Coglian]*

*called Bd of Accounts  
State 1-1-88.  
Annexed in Minnesota  
that said that was  
the indelible  
seal.*

## ACCEPTANCE OF PROPOSAL AS CONTRACT

It appearing from the records that there is now a sufficient unobligated appropriation of funds available, the foregoing agreement is accepted by the \_\_\_\_\_ of \_\_\_\_\_, Indiana as to classes or items \_\_\_\_\_ Gov't. Unit

Such acceptance to operate as a contract binding such \_\_\_\_\_ Gov't. Unit

Dated this \_\_\_\_\_ day of \_\_\_\_\_, 19 \_\_\_\_\_

Attest: \_\_\_\_\_

Board or Trustee

Official Title

Gov't. Unit

## BID, OFFER OR PROPOSAL

on

### MATERIAL OR MATERIALS, EQUIPMENT, GOODS OR SUPPLIES

.....  
St. Paul Minnesota January 26, 1988  
~~XXXXXX~~  
To City of Fort Wayne, Indiana  
.....  
State name official position and municipality

Pursuant to notices given, the undersigned proposes to furnish the material or materials, equipment, goods or supplies as per said notices and specifications now on file in the office of .....

.....  
state name official position and municipality  
and as per copy thereof, hereto attached, or as described herein for the following amounts:

(State the class or item number or an exact description of the material or materials, equipment, goods or supplies to be furnished and amount of bid on each article.)

Class or Item	Quantity	Unit	Quality — Description	Unit Price	Amount
			<p>Our bid for reflective sign faces and related materials is based on the enclosed "BID PROPOSAL-PRICE CONTRACT" hereby made a part of our bid. All requirements may be purchased from the schedules shown therein.</p> <p>All prices shown will be held firm for the period of Date of Award through December 31, 1988.</p> <p>IF AWARDED AN ORDER AS A RESULT OF OUR BID, PLEASE SEND TO: 3M COMPANY, 3M CENTER, ST PAUL, MINN. 55144 ATTN: TRAFFIC CONTROL MATERIALS DIVISION, BLDG. 223-3N SEND BID INVITATIONS TO: ABOVE ADDRESS, ATTN: V. J. VOVES</p> <p>BID ACCEPTANCE PERIOD 60 DAYS FROM OPENING DATE</p>		
IF MORE SPACE IS NEEDED—ATTACH SEPARATE SHEET					

Traffic Control  
Materials Division/3M

3M Center  
St. Paul, Minnesota 55144-1000  
612/733 1110

"BID PROPOSAL - PRICE CONTRACT"



PROPOSAL OF MINNESOTA MINING AND MANUFACTURING COMPANY, ST. PAUL, MINNESOTA  
FOR City of Fort Wayne, Indiana, COVERING THE PRODUCTS  
LISTED BELOW, FOR A CONTRACT PERIOD OF date of award through December 31, 1988.

TERMS: NET 30 DAYS

DELIVERY: 20-60 DAYS AFTER RECEIPT OF ORDER

- ATTACHMENT A - "SCOTCHLITE" BRAND (ENGINEER AND HIGH INTENSITY GRADES)  
REFLECTIVE SHEETING.  
Roll Goods  
Construction Workzone Rolls  
System 5 Roll Goods
- ATTACHMENT B - "SCOTCHCAL" BRAND AND "CONTROLTAC" BRAND NON-REFLECTIVE FILMS.
- ATTACHMENT C - "SCOTCHLITE" BRAND (ENGINEER AND HIGH INTENSITY GRADES)  
UNMOUNTED SIGN FACES.  
Traffic Sign Faces  
Street Name Sign Faces
- ATTACHMENT D - "SCOTCHLITE" BRAND (ENGINEER AND HIGH INTENSITY GRADES)  
MISCELLANEOUS FABRICATED ITEMS.  
Cut-Out Letters and Numbers  
Mounted and Unmounted Delineators
- ATTACHMENT E - "STAMARK" BRAND REFLECTIVE DURABLE PAVEMENT MARKING FILM  
"SCOTCH-LANE" BRAND TEMPORARY PAVEMENT STRIPING  
Roll Goods and Primer  
Symbols and Legends  
Application Equipment
- ATTACHMENT F - "SCOTCHLITE" BRAND REFLECTIVE LIQUID.  
"SCOTCHLITE" BRAND PROCESS COLORS.  
"SCOTCHCAL" BRAND PROCESS COLORS
- ATTACHMENT G - "GREEN-LITE" BRAND STRIPING POWDER
- ATTACHMENT H - "SCOTCHLITE" BRAND APPLICATOR PARTS LIST.
- ATTACHMENT I - "3M" BRAND LIGHT CONTROL SYSTEMS.  
"OPTICOM" BRAND TRAFFIC CONTROL SYSTEM.  
"CANOGA" BRAND VEHICLE DETECTION SYSTEM.  
"STORMSCOPE" WEATHER MAPPING SYSTEM

IF YOUR ORDER OR CONTRACT IS RECEIVED BY January 26, 1988, THE PRICES  
QUOTED HEREIN WILL BE HELD FIRM FOR THE LIFE OF THE CONTRACT. ONE (1) COPY (THIS PAGE ONLY)  
OF YOUR SIGNED ACCEPTANCE OF THIS PROPOSAL SHOULD BE SENT TO: V.J. VOVES, 3M COMPANY, 3M  
CENTER, BLDG. 223-3N, ST. PAUL, MN 55144-1000 TO VALIDATE THIS CONTRACT. ORDERS SHOULD BE  
SENT TO OUR OFFICE LOCATED AT: 3M CENTER, TRAFFIC CONTROL MATERIALS, BLDG 223-3N, ST. PAUL,  
MN 55144-1000, ATTN: ORDER DEPARTMENT.

ACCEPTANCE:

BY \_\_\_\_\_  
TITLE \_\_\_\_\_  
DATE \_\_\_\_\_

MINNESOTA MINING AND MANUFACTURING COMPANY  
BY D. J. Johnson  
TITLE Supv. of Gov't. Bids & Contracts  
DATE January 26, 1988



Worldwide Sponsor 1988 Olympic Games

# EQUAL EMPLOYMENT OPPORTUNITY

## EMPLOYER INFORMATION REPORT EEO-1

1987

01-087  
Standard Form 100  
(Rev. 5-84)  
O.M.B. No. 3046-0007  
EXPIRES 5-31-86  
100-212

• Equal Employment  
Opportunity Com-  
mission

Office of Federal  
Contract Compli-  
ance Programs (Labor)

ST=18

CNTY=009

CITY=000

33 OF 90

CO=134225-3  
U=134255-0  
SIC=262  
S=4

EI=410417775-2  
FSN=13935000  
MSN=90113535  
MC=000000

RETURN COMPLETED REPORT TO:

THE JOINT REPORTING COMMITTEE  
P.O. BOX 2596  
NORFOLK, VA 23501

PHONE: (804) 625-3734

THREE M COMPANY  
MINNESOTA MINING & MFG CO  
X  
HARTFORD CITY IN 47348

### Section A—TYPE OF REPORT

Refer to instructions for number and types of reports to be filed.

1. Indicate by marking in the appropriate box the type of reporting unit for which this copy of the form is submitted (MARK ONLY ONE BOX).

(1) ☐ Single-establishment Employer Report

Multi-establishment Employer:

(2) ☐ Consolidated Report (Required)

(3) ☐ Headquarters Unit Report (Required)

(4) ☐ Individual Establishment Report (submit one for each establishment with 50 or more employees)

(5) ☐ Special Report

2. Total number of reports being filed by this Company (Answer on Consolidated Report only)

### Section B—COMPANY IDENTIFICATION (To be answered by all employers)

1. Parent Company

a. Name of parent company (owns or controls establishment in item 2) omit if same as label

OFFICE  
USE  
ONLY

Name of receiving office

HUMAN RELATIONS DEPARTMENT

Address (Number and street)

3M CENTER

City or town

ST. PAUL

County

RAMSEY

State

MN

ZIP code

55144

b. Employer Identification No.

410417775

2. Establishment for which this report is filed. (Omit if same as label)

a. Name of establishment

OFFICE  
USE  
ONLY

Address (Number and street)

City or Town

County

State

ZIP code

b. Employer Identification No.

(Omit if same as label)

a.

### Section C—EMPLOYERS WHO ARE REQUIRED TO FILE (To be answered by all employers)

- ☒ Yes ☐ No 1. Does the entire company have at least 100 employees in the payroll period for which you are reporting?
- ☒ Yes ☐ No 2. Is your company affiliated through common ownership and/or centralized management with other entities in an enterprise with a total employment of 100 or more?
- ☒ Yes ☐ No 3. Does the company or any of its establishments (a) have 50 or more employees AND (b) is not exempt as provided by 41 CFR 60-1.5, AND either (1) is a prime government contractor or first-tier subcontractor, and has a contract, subcontract, or purchase order amounting to \$50,000 or more, or (2) serves as a depository of Government funds in any amount or is a financial institution which is an issuing and paying agent for U.S. Savings Bonds and Savings Notes?

If the response to question C-3 is yes, please enter your Dun and Bradstreet Identification number (if you have one):

006054423

- ☐ Yes ☒ No 4. Does the company receive financial assistance from the Small Business Administration (SBA)?

NOTE: If the answer is yes to questions 1, 2, or 3, complete the entire form, otherwise skip to Section G.

CO-134225-3 S-4 U-134255-0 Section D—EMPLOYMENT DATA MINNESOTA MINING &amp; MFG CO

Employment at this establishment—Report all permanent full-time or part-time employees including apprentices and on-the-job trainees unless specifically excluded as set forth in the instructions. Enter the appropriate figures on all lines and in all columns. Blank spaces will be considered as zeros.

JOB CATEGORIES		NUMBER OF EMPLOYEES										
		OVERALL TOTALS (SUM OF COL. B THRU K)	MALE					FEMALE				
			WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE	WHITE (NOT OF HISPANIC ORIGIN)	BLACK (NOT OF HISPANIC ORIGIN)	HISPANIC	ASIAN OR PACIFIC ISLANDER	AMERICAN INDIAN OR ALASKAN NATIVE
		A	B	C	D	E	F	G	H	I	J	K
Officials and Managers	1	41	40				1					
Professionals	2	16	15	1								
Technicians	3	11	10					1				
Sales Workers	4											
Office and Clerical	5	23	13					7				3
Craft Workers (Skilled)	6	24	24									
Operatives (Semi-Skilled)	7	121	78					42				1
Laborers (Unskilled)	8	14	10					4				
Service Workers	9	34	31				1	2				
TOTAL	10	284	221	1			1	56				4
Total employment reported in previous EEO-1 report	11	302	217	1			3	72				9
(The trainees below should also be included in the figures for the appropriate occupational categories above)												
Formal On-the-job trainees	White collar	12										
	Production	13										

NOTE: Omit questions 1 and 2 on the Consolidated Report.

1. Date(s) of payroll period used:

3/31/87

2. Does this establishment employ apprentices?

1 ☐ Yes 2 ☒ No

## Section E—ESTABLISHMENT INFORMATION (Omit on the Consolidated Report)

1. Is the location of the establishment the same as that reported last year?

1 ☒ Yes 2 ☐ No 3 ☐ No report last year

2. Is the major business activity at this establishment the same as that reported last year?

1 ☒ Yes 2 ☐ No 3 ☐ No report last year

OFFICE USE ONLY

3. What is the major activity of this establishment? (Be specific, i.e., manufacturing steel castings, retail grocer, wholesale plumbing supplies, title insurance, etc. Include the specific type of product or type of service provided, as well as the principal business or industrial activity.)

SIC=PAPER MILLS, EXC PLOG. PAPER

## Section F—REMARKS

Use this item to give any identification data appearing on last report which differs from that given above, explain major changes in composition or reporting units and other pertinent information.

## Section G—CERTIFICATION (See Instructions G)

Check one 1 ☐ All reports are accurate and were prepared in accordance with the instructions (check on consolidated only) 2 ☒ This report is accurate and was prepared in accordance with the instructions.

Name of Certifying Official

SANDY M. BRYANT

Title

DIRECTOR

Signature

[Signature]

Date

11/10/87

Name of person to contact regarding this report (Type or print)

SANDY M. BRYANT

Address (Number and street)

3M CENTER

City and State

ST. PAUL, MN.

ZIP code

55144

Telephone Area Code

612

Number

733-1248

Extension

DIRECTOR HUMAN RELATIONS



## AFFIRMATIVE ACTION POLICY STATEMENT

JANUARY 1, 1987

3M affirms the right of every person to participate in all aspects of employment without regard to race, color, religion, sex, national origin, age and Vietnam Era Veterans status and, in accordance with all applicable laws, directives and regulations of Federal, State, and local governing bodies. 3M will provide appropriate opportunity to all persons, without regard to mental or physical handicap, including disabled veterans.

This affirmation requires the development and use of objective job-related criteria, clearly communicated and consistently applied in all human resources matters. This affirmation is based on the belief that:

- the dignity and worth of individuals and the company are fostered through the uniform and consistent application of objective performance measurement and objective human resources practices,
- people in all segments of society have talents and abilities which can contribute to our organization,
- employee growth and development is a shared responsibility of the employee and the company,
- individual and corporate objectives are best achieved in an atmosphere free of intimidation or harassment.

To enable the implementation of this policy, we provide training opportunities and other programs designed to support supervisors and managers in their human resource development responsibilities.

In addition, all supervisory management are required to share in the implementation of affirmative action plans with their progress evaluated through regular performance reviews. Quarterly reports of progress are provided by the Human Relations Department and reviewed by each reporting unit of the company.

The undersigned has the responsibility for establishing this policy within the 3M organization. The 3M Human Resources organization is responsible for the implementation of affirmative action programs in all 3M operating and staff units through the dissemination of educational programs emphasizing consistent and uniform application of objective human resources practices and monitoring affirmative action performance.

A handwritten signature in dark ink, appearing to read "A.F. Jacobson", written over a horizontal line.

A.F. Jacobson  
Chairman of the Board and  
Chief Executive Officer

Read the first time in full and on motion by Sandra E. Kennedy, seconded by Paul Helmke, and duly adopted, read the second time by title and referred to the Committee on Finance (and the City Plan Commission for recommendation) and Public Hearing to be held after due legal notice, at the Council Conference Room 128, City-County Building, Fort Wayne, Indiana, on June 14, 1988, at 11:00 o'clock A.M., E.S.T.

DATED: 6-14-88

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Read the third time in full and on motion by Sandra E. Kennedy, seconded by Paul Helmke, and duly adopted, placed on its passage. ~~PASSED~~ LOST by the following vote:

	AYES	NAYS	ABSTAINED	ABSENT
TOTAL VOTES	<u>7</u>			<u>2</u>
BRADBURY	<u>✓</u>			
BURNS	<u>✓</u>			
GIAQUINTA	<u>✓</u>			
HENRY				<u>✓</u>
LONG	<u>✓</u>			
REDD	<u>✓</u>			
SCHMIDT	<u>✓</u>			
STIER				<u>✓</u>
TALARICO	<u>✓</u>			

DATED: 6-28-88

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Passed and adopted by the Common Council of the City of Fort Wayne, Indiana, as (ANNEXATION) (APPROPRIATION) (GENERAL)

(SPECIAL) (ZONING-MAP) ORDINANCE RESOLUTION NO. I-88-88

on the 28th day of June, 1988,

Sandra E. Kennedy ATTEST  
SANDRA E. KENNEDY, CITY CLERK

SEAL  
Don J. Schmitter  
PRESIDING OFFICER

Presented by me to the Mayor of the City of Fort Wayne, Indiana, on the 28th day of June, 1988, at the hour of 11:00 o'clock A.M., E.S.T.

Sandra E. Kennedy  
SANDRA E. KENNEDY, CITY CLERK

Approved and signed by me this 1st day of July, 1988, at the hour of 2:30 o'clock P.M., E.S.T.

Paul Helmke  
PAUL HELMKE, MAYOR

DIGEST SHEET

TITLE OF ORDINANCE: Special

*88-06-03*

DEPARTMENT REQUESTING ORDINANCE: Purchasing

SYNOPSIS OF ORDINANCE: An ordinance approving the award of Reference No. 1316 with respect to the purchase of reflective sheeting and sign faces for the Traffic Engineering Department. The cost reflects the lowest of three (3) bidders.

EFFECT OF PASSAGE: Award of this reference will allow for the purchase of 2,683 various sizes, shapes and colors of uniform traffic sign faces to be used in the fabrication of traffic signs that will be installed at locations throughout the City of Fort Wayne.

EFFECT OF NON-PASSAGE: Traffic signs must conform to state and federal standards regarding size, shape, color and message, so as to convey a clear understandable meaning that can be readily interpreted and command respect from the road user. Failure to comply would create a state of confusion and indecision by motorists and pedestrians resulting in delay and potential traffic conflicts.

MONEY INVOLVED: Rocal, Inc. \$13,778.55

SOURCE OF FUNDING: Traffic Engineering  
MVH Fund  
Fund Line: 128-011-OFFC-4299

ASSIGNED TO COMMITTEE:

*Hold  
6-28-88*

BILL NO. S-88-06-03

REPORT OF THE COMMITTEE ON FINANCE

WE, YOUR COMMITTEE ON FINANCE TO WHOM WAS

REFERRED AN (ORDINANCE) (~~RESOLUTION~~) ~~APPROXIMATELY~~

approving the awarding of Reference #1316 by the City of

Fort Wayne, Indiana, by and through its Department

of Purchasing and Rocal, Inc., for the Traffic Engineering

Department

HAVE HAD SAID (ORDINANCE) (~~RESOLUTION~~) UNDER CONSIDERATION  
AND BEG LEAVE TO REPORT BACK TO THE COMMON COUNCIL THAT SAID  
(ORDINANCE) (~~RESOLUTION~~)X

YES

NO

*Donald J. Schmidt*

DONALD J. SCHMIDT  
CHAIRMAN

*Charles B. Redd*

CHARLES B. REDD  
VICE CHAIRMAN

*Samuel J. Talarico*

SAMUEL J. TALARICO

JAMES S. STIER

*Janet G. Bradbury*

JANET G. BRADBURY

CONCURRED IN

*6-28-88*

*Sandra E. Kennedy*

Sandra E. Kennedy  
City Clerk